

Minutes
Baraboo District Ambulance Commission – Special Meeting
Sauk County LEC Meeting Room
1300 Lange Ct, Baraboo, WI 53913 (note new location)

Wednesday,
March 11, 2020 at 7:00 PM

- Notice to -

Commissioners: David Dahlke, Dave Kitkowski, Heather Kierzek, Robin Meier, Darlene Otto, Joel Petty, Randy Puttkamer, Tim Stieve, Terry Turnquist, Karl Berna, Phil Wedekind

Others: Wayne Maffei, Nicole Marklein, Dr. Manuel Mendoza, Mayor Palm, Kennie Downing, Local Media

Call to Order & Roll Call

1. Note Compliance with open Meeting Law – Confirmed by Rago
2. Adoption of agenda Motion by Puttkamer, 2nd by Petty Voice vote passed unanimously
3. Approval of previous minutes Motion with correction after closed session of Kierzek being a nye vote on motion for on Interim Director RFP by Puttkamer, 2nd by Meier Voice vote passed unanimously.

Public Invited to Speak - Any citizen has the right to speak on any item of business that is on the agenda for Commission action if recognized by the presiding officer. President Dahlke recognized Ben Wolter, who commented the on process of the Commission reviewing and restructuring the Service. He also said he was speaking for some current employees that could not speak for themselves for fear of retaliation. President Dahlke recognized City Administrator Kennie Downing. Administrator Downing then read a letter from someone that signed, “the rest of us”. That letter is included with the Minutes.

Reports

- Legal Counsel Report - None
- Treasurer’s Report - Treasurer Meier is waiting on the Billing Dept. 2018 reports to finish Audit before moving on to 2019 Audit.
- President’s Report – Reassured that the request for the Interim Director was not a reflection of the current Acting Chief’s job performance. Looking for outside oversight.
- Interim Chief’s Report – See attached Report.
- Transition Committee – Turnquist spoke to moving the Organization Chart faster so that the Management team could move forward with implementation of needed actions. Petty concurred.

New Business

1. Approval of Revised BDAS Organizational Chart - . Discussion- by Turnquist and Petty with comments by Meier and Dahlke on HR Director that would be full time and a Personnel

Posted by: _____

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Committee as a standing committee. Motion to adopt the Organizational Chart with Finance Committee acting as Personnel committee until May Election of Commission Officers. Motion to approve Revised BDAS Organization Chart was made by Stieve, 2nd by Stone. Passed by voice vote unanimously.

2. Discussion and possible action regarding revised Complaint Policy. Discussion with Counsel Marklein and HR Director Larsen on the revised Complaint Policy HR Director also stated that this does not supersede the current policy on Harassment or Discrimination. Comment by Stone that all employees to sign the Policy. More general discussion. Motion to adopt Revised Complaint Policy made by Stieve, 2nd by Petty. Passed by voice vote unanimously.
3. Discussion and possible action regarding billing services based on RFPs received. Score sheet discussed. General discussion. May 1st or possibly June 1st implementation. Comments on keeping In House billing until implementation of new Billing Service Contract. Direction to Snow to work on the contract with AMB to perhaps to include older accounts as well with presentation at the next Commission meeting, AMD presence optional at the meeting. Motion to approve contract negotiations with AMD by Troy Snow made by Meier, 2nd by Stieve. Passed by voice vote unanimously.
4. Discussion and possible action regarding RFP for Interim Director. Stieve covered draft RFP. General Discussion on who might respond. Petty commented that the Interim Director should be accessibility to all staff members. Motion to proceed with the posting the RFP for Interim Director made by Stieve, 2nd by Puttkamer. Passed by voice vote unanimously.

Commissioner Comments & Future Agenda Items

Future Agenda Items: Long term agreements and contracts to Marklein.
Members Meeting should be scheduled.

Dahlke spoke about rumors that the City of Baraboo wanting to get their own EMS Service. Petty commented on the fact the any Municipality can withdraw from BDAS but a lot of people are putting in work and effort to keep an improved BDAS in place.

Adjournment: Motion made to adjourn by Petty, 2nd by Stieve. Passed by unanimous vote.

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To whom it may concern,

One page is too short, and ten pages are not long enough to address all of the issues that BDAS still faces from within; regardless, I will speak on behalf of “the rest of us” who are hesitant to speak in person, in fear of retaliation and persecution by the current administration and the remnants of the former one, to include the Captains, Lieutenants and their lackeys. You are being told by the transition committee, and the elements from within the Service, that everything is fine now that Dana is gone. This could not be further from the truth. Fundamentally, NOTHING has changed from within, since the individuals who have led the Service to the brink of destruction, are still doing that; unquestioned, unchallenged and hiding in plain sight. They are telling you, the Commission, exactly what you want to hear, and there is no question that they are working hard to meet your demands, but the better question that should be asked is who are they working for; you, the Service or themselves?

The Commission was alerted several times before this entire fiasco unfolded, about the issues that BDAS faced, to include unethical, dangerous and negligent behavior, and nothing was done then. Is it that the warnings were not taken seriously, or is it that the Commission was lulled into the false sense of security, by a narcissist who was willing to spin any story to justify his actions? What is different now? The answer is, absolutely nothing. You have removed a tumor, but what if the tumor was a cancer that has metastasized all over, and is lying in wait to rear its ugly head when you stop looking, when you stop asking the right questions? It should not come as a shock, that likeminded individuals attract likeminded individuals, and this is the elephant in the room. Regardless of the fact that Baraboo is the Circus Capital of the world, I doubt anyone would want another circus in the media as a result of not finishing the job that you have started.

Dana attracted and promoted individuals that are similar to him, and reduced what was once regarded as a progressive and respectable Service, to a laughing stock of the EMS community, where progress, talent and excellence go to die. If you truly want to change the Service for the better, you need to remove every single individual that even marginally held power under Dana, or else you will face another fiasco in a year, or five years from now. This includes the entire management structure, from Administration all the way down to the Captains, Acting Lieutenants and service members who are receiving special privileges due to romantic involvements, drinking together outside of work or just plainly sucking up enough to get what they want. EMS draws in “type A” personalities, but what we end up having is a collection of narcissists, sycophants and megalomaniacs who have been left to act as they please, without restraint.

You, the Commission, have focused your attention to the administration first, and rightfully so, but please, finish the job! As far as “the rest of us” are concerned, there is not a single individual within BDAS that deserves any position of power they hold. The consensus among “the rest of us” is that BDAS suffers from mismanagement, favoritism, preferential treatment, lack of proper training and abuse of power, and if that is not addressed, your efforts to set the Service on the right path are pointless. The Captains choose to do the bare minimum, if they choose to do any work at all, since they cannot be bothered to perform their functions when it does not suit them. As a result, certain service members are expected to work much harder and constantly run calls day in and day out, without the ability to protest unfair treatment. Their concerns fall on deaf ears, and they retaliated against if they raise the issues, meanwhile, the recipients of the favoritism and preferential treatment work less and less. The Captains and Acting Lieutenants have unrestrained amount of power and can exercise it as they see fit, without any care for the employees who are not part of their inner clique, who are left to suffer and be upset as the injustices continue to pile up. Despite the Service having financial issues, the crews are still sent on transfers that do not yield any revenue, because Officers in Charge cannot be bothered to properly investigate if the patients have insurance or not. It is more important to play Candy Crush, watch videos online, sit in the office all day, don’t take transfers at night if you don’t feel like it, and make empty speeches about leadership without any follow through. Do as I say, not do as I do is the norm at Baraboo District Ambulance Service.

All the changes you are witnessing are purely cosmetic, and the individuals who you listen to, will continue to present this façade that everything is fine, when clearly nothing is fine. They are waiting and hoping that you will stop paying attention, and that when the new Commission members are elected, management can go back to “business as usual,” as if it is still not like that right now. If you for a second do not believe the words that you are hearing, then you are cordially invited to execute an audit, dealing with operations, patient care and personnel issues. I invite you to prove myself and “the rest of us” wrong, and individually interview every member of the staff. We cannot allow for mismanagement, favoritism, abuse and mediocrity to be our guiding light for the future, or else we will stumble in the dark ages for a very, very long time. I wish I was not afraid to read all of this to you, but even now, I fear retribution and retaliation. Regardless, I want for myself, my coworkers, the Service and the public we serve, only the best, based on merit and not mediocrity, complacency and favoritism. We need transparency, not more coyness. Thank you.

Sincerely,

“The rest of us”

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Chief's Report 03/11/2020

Passwords and changes to new Logins are completed

FEMA AFG Grant, Medicare and State licensing are done

Crew morale is low.

575 is stripped and on the Wisconsin Surplus Website.

574 (Old) sold for \$8675.00

574 (New) is going to have O2 Tank brackets installed to accomodated the medical O2 Tanks that we currently use. Pomasl will be doing the work here along with installing the fog lights that were on back order.

IT is still ongoing major issue. One of or Servers went down and was given to Envisions IT, LLC to recover the data. They were able to access the data.

Two of our Captains participated in the one day Leadership Class sponsored by CVMIC and the City of Baraboo.

I was able to secure an almost \$10,000.00 Grant from SCWIHECC Region 5for PPE (personal protective equipment). This will keep our crews safe and ready to care for patients that contract or are exposed to COVID 19.

COVID 19 - We are receiving weekly updates on the situation surrounding this Virus.

We receive information from the Center for Disease Control, State of Wisconsin Health and Human Services Department and the South Central Wisconsin Emergency Healthcare Coalition.

One of our Captains attended the Sauk County Informational Meeting on the COVID 19 situation at HoChunk.

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